

LABOUR AGREEMENT

2017 - 2021

THIS AGREEMENT made this 24th day of October 2019

BETWEEN

**CROWN CORRUGATED COMPANY
KELOWNA PLANT
1045 STEVENS ROAD
WEST KELOWNA, BC**

(Hereinafter referred to as the Company)

PARTY OF THE FIRST PART

AND

LOCAL 433 of Unifor UNION OF CANADA

(Hereinafter referred to as the Union)

PARTY OF THE SECOND PART

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SECTION 1 - GENERAL PURPOSE OF AGREEMENT

1. The general purpose of this agreement is, in the mutual interest of the employer and employee, to provide for the operation of the plant hereinafter mentioned under methods which will further, to the fullest extent possible, the safety and physical welfare of the employees, economy of operation, quality and quantity of output, cleanliness of plant and protection of property. It is recognized by this agreement to be the duty of the Company and the employees to cooperate fully, individually and collectively, for the advancement of said conditions.
2. It is agreed that every employee covered by this agreement will perform work to the best of their ability, to the end that the highest possible productivity of the plant be accomplished, that the profitable operation of the plant be continued and full-time employment of the Union membership maintained.

SECTION 2 - RECOGNITION

The Company recognizes UNIFOR (Local #433) as the only agencies representing all employees as defined in Section 8 – Definitions of this agreement for the purpose of collective bargaining.

Any employee who is now a member in good standing, or who becomes or is reinstated as a member of the Union, shall, as a condition of continued employment, maintain such membership in good standing in the Union throughout the term of this agreement. Any new employee hired, shall, as a condition of employment, become a member of the Union on the first day of their employment. In the event of the local Union intending to suspend a member for non-maintenance of membership, the Company shall be notified by the local in writing at least seven (7) days before such suspension.

No employee shall be subject to any penalties against their application for membership or reinstatement, except as may be provided for in the constitution and bylaws of the National Union and the Union.

Applicants made available through the Local or National Union will be given consideration when the Company is hiring new or additional employees.

SECTION 3 - CHECKOFF

The Company shall remit to the Union not less often than once each calendar month, amounts deducted from employees' wages in respect of initiation fees, regular monthly dues and duly authorized Union assessments, pursuant to an assignment executed by individual employees in the following form:

To: (Company)

Until this assignment is revoked by me in writing, I, _____, hereby authorize you to deduct from wages earned by me the sum of \$_____ for the month of _____ and thereafter the regular monthly dues and such assessments as may be generally levied by the local union in accordance with the constitution and bylaws thereof, and to forward these amounts to said Union.

_____ (Employee's Signature)

The local Union hereby agrees that the Company shall be saved harmless with respect to all deductions made and paid to the said Union in respect of provisions herein.

SECTION 4 - TERM OF AGREEMENT AND CHANGES IN AGREEMENT

1. Term of Agreement:

This agreement shall be in effect from midnight, June 30, 2017 to midnight June 30, 2021, and thereafter from year to year subject to the conditions set out in subsections 2. to 6., which follow.

2. Labour Relations Act:

The parties agree that the operation of section 50 (2) of the Labour Act of British Columbia is hereby excluded.

3. Notice of Re-opening:

This agreement may be opened for collective bargaining as to changes as follows. Either party desiring any change shall mail to the other party notice in writing, by registered mail, on or after March 1, 2021, but in any event not later than midnight June 30, 2021, that a change is desired, and if no such notice is given by either party on or after the said March 1 and before the said June 30, the earliest time at which such notice may be given by either party is the corresponding period in the

following year. All notices given under the provisions herein on behalf of the Union shall be given by the president of the Union (or their representative) and similarly notices on behalf of the Company shall be given by the president of the Company (or their representative).

4. Collective Bargaining:

If notice of desire for changes has been given in accordance with paragraph 3. above, the parties shall, as soon as agreeable to the parties following such date of notice, meet for collective bargaining, the Company being represented in such negotiations by a bargaining committee appointed by the Company, and the Union being represented by a bargaining committee selected by the Union. Any agreement on changes arrived at and approved in such negotiations shall be binding upon the parties to this agreement. If such negotiations cannot be completed prior to the July 1 following the date on which such notice was given, any changes in compensation to employees shall nevertheless be retroactive to the said July 1.

5. Successorship:

In the event of a change in employer status, members of Local 433 will retain all of their rights under the Labour Agreement. The jurisdiction for this language falls under the province of British Columbia only.

6. Termination:

In case of negotiations conducted in accordance with paragraph 4. above break down, either party may terminate this agreement upon the expiration of ten (10) days' notice in writing mailed by registered mail to the other party.

SECTION 5 - NO INTERRUPTION OF WORK

It is agreed by the Union that there shall be no strikes, walkouts or other interruption of work during the period of this agreement. It is agreed by the Company that there shall be no lockouts during the period of this agreement.

SECTION 6 - HOLIDAYS

1. The following shall be the recognized paid statutory holidays:

New Year's Day	- 32 hours from 4:00 p.m. December 31
Family Day	- 24 hours
Good Friday	- 24 hours
Easter Monday	- 24 hours
Victoria Day	- 24 hours
Canada Day	- 24 hours
B.C. Day	- 24 hours
Labour Day	- 24 hours
Thanksgiving Day	- 24 hours
Remembrance Day	- 24 hours
Christmas Eve	- 24 hours
Christmas Day	- 24 hours
Boxing Day	- 24 hours

Any extraordinary statutory holiday declared by the federal government on a onetime basis –twenty-four (24) hours, 11:30 p.m. on the holiday to 11:30 p.m. the day following.

The hours commencing and ending specified above may be varied by mutual agreement of the management and the Union Standing Committee.

In the event that any holiday falls on a Saturday or a Sunday, the following Monday will be observed.

On such holidays no work shall be done except as follows:

- a. Any work necessary in the protection of life and property.
- b. Any major maintenance or repair work, which is necessary in order to prevent material subsequent curtailment of employment of a substantial number of employees; provided that such work be subject to the mutual agreement of the management and the Union Standing Committee and further provided that no machine or equipment involved in production shall be operated for production purposes during the holiday shutdown period.
- c. Any production or shipping required to meet customer needs.

Such occurrences will be discussed with the Plant Standing Committee prior to canvassing employees. Employees will be canvassed on a voluntary basis.

An employee who works on such a holiday may elect to receive equal time off with pay at their straight time hourly rate in lieu of receiving the Statutory Holiday pay referred to in Section 2. below. Such time off shall be treated in the same manner as vacation time off and shall receive preference over Deferred Time Off.

2. In addition to any other compensation earned, any employee who is on the payroll of the Company on the holidays recognized in paragraph 1. of this section will be granted eight (8) hours' pay at the straight time rate of the employee's regular job subject to compliance with all conditions a., b. and c. set forth below:
 - a. The new employee must have been on the payroll for not less than the thirty (30) consecutive days just preceding the holiday, and
 - b. The new employee must have worked a minimum of one hundred sixty (160) hours during the thirty (30) day qualifying period, and
 - c. Every employee must have worked their scheduled workday before, and his scheduled workday after, such holidays, unless failure to work their scheduled workday before or after the holiday was due to any of the following events:
 - i) When the employee is on their regular authorized paid vacation.
 - ii) When the employee is unable to work by reason of an industrial accident as recognized by WorkSafeBC, or their absence was due to a bona fide sickness or accident.
 - iii) When the operation in which the employee is engaged is curtailed or discontinued by the decision of management and which curtailment or discontinuance changes or eliminates the employee's scheduled workday before, or their scheduled workday after, such holiday, however, an employee shall not be granted payment for the holiday or holidays unless he has actually worked at least one (1) day during the thirty (30) days just preceding any given holiday and at least one (1) day during the thirty (30) days immediately following such holiday.

If an employee who would otherwise qualify is recalled and is unable to report for work because of bona fide non-occupational accident or illness he shall nevertheless be granted payment for such holidays

falling within the thirty (30) days immediately preceding the date of first recall. Any other employee recalled by reason of the above employee's inability to report for work and who is himself unable to report due to illness or non-occupational injury will not receive holiday pay.

- iv) When a trade in shifts agreed upon between employees and approved in advance by management results in a temporary change of the scheduled workday before, or the scheduled workday after, the holiday, provided the employee works the shift agreed upon.
3. It is understood and agreed, however, that an employee shall not receive the above provided holiday pay if:
- a. He has agreed to work on such holiday as provided in subsection 1. a. and 1. b. of this section and fails or refuses to work, except in the case where bona fide sickness, or other bona fide reason approved by management prevents their working on such holiday.
 - b. He has not actually worked at least one (1) day during the ninety (90) days just preceding the holiday.
4. When a statutory holiday falls within an employee's scheduled vacation period he may request an extension of their vacation except during the preferred vacation period where the maximum allowable number of employees have scheduled vacation; however, if the workload permits, additional employees may be granted an extension.

In the event an employee cannot be granted an extension, the corresponding vacation day(s) shall be deferred.

SECTION 7 - HOURS OF WORK

- 1. Both parties to this agreement are committed to maintain the principle of a basic workweek of forty (40) hours, but agree that additional time may be worked to permit operation or protection of the plant when paid for as shown in Section 20 - Overtime.
- 2. a. The regular hours of employment for all workers shall be eight (8) hours per day, Monday through Friday.

- b. i) The hours of work will be (excluding the corrugator and shipping area):

Graveyard 11:30 p.m. to 7:30 a.m.
Day 7:30 a.m. to 3:30 p.m.
Afternoon 3:30 p.m. to 11:30 p.m.

- ii) The hours of work for shift workers on continuous operations, presently consisting of the steam plant and corrugator, will be:

Graveyard 11:30 p.m. to 7:30 a.m.
Day 7:30 a.m. to 3:30 p.m.
Afternoon 3:30 p.m. to 11:30 p.m.

Note: Hours of work in the shipping area will remain flexible to permit shipping of product.

- iii) Both parties of this agreement recognize that certain exceptions in regular hours of work or, type of schedule (i.e., continuous or regular) may be necessary in particular jobs to ensure continuity of production or shipment of goods. Such cases shall be by mutual agreement between the Union and the Company.
- iv) Except for employees on continuous operations, there shall be two (2) ten (10) minute paid rest periods during the designated day shift and the designated afternoon shift at a time designated by the Company.

There shall be a twenty (20) minute lunch break and a ten (10) minute rest period during the designated short graveyard shift at a time designated by the Company.

Present practices on continuous operations will be changed only by mutual agreement of the Standing Committees.

3. In the event that the Company decides to operate the steam plant or to install manufacturing equipment similar to that of primary pulp and/or paper mills, a three (3) shift, seven (7) day continuous operation may be instituted and subsection 2. above, and Section 20, 1., e. of the agreement shall not apply.

In the event the present corrugator operation needs to be expanded and a three (3) shift, seven (7) day continuous schedule is indicated to be necessary, the Company

and the Union shall, at that time, reach agreement on the scheduling of such equipment and other related matters.

When scheduling of equipment on a continuous basis in those areas agreed upon comes into effect, subsection 2. above, and section 20, 1., e. shall not apply to the above-mentioned operation.

4. Running Through Breaks

It is agreed that all job categories will operate on a run through eight (8) hour shift basis.

The Company will schedule and provide relief, except in those areas where self-relief is possible, so that employees receive two (2) ten (10) minute paid rest periods and one (1) twenty (20) minute paid lunch break.

Employees assigned to provide relief will provide relief in any area of the plant as required. Employees who have signed off must move up the line of progression to provide relief for breaks; however, employees who can verify that they have a legitimate medical sign off will not be required to move up. Employees moving up to provide relief temporarily during a shift will be paid the higher rate for those hours actually worked at the higher rate.

When equipment is scheduled on run through the following will apply:

- a. Machines will be manned with trained crews.
- b. All job categories in the plant will be scheduled to run through rest periods and lunches.
- c. The hours of work for employees on run through will be:

Graveyard	11:30 p.m. to 7:30 a.m.
Day	7:30 a.m. to 3:30 p.m.
Afternoon	3:30 p.m. to 11:30 p.m.

- d. Employees working this shift on graveyard will receive ten (10) hours' pay.

SECTION 8 - DEFINITIONS

Wherever used in this agreement:

1. The word EMPLOYEES means all persons on the payroll of the Company at the location named in this agreement, excepting those engaged in administration, in actual supervision, in sales, engineering, technical and research, accounting, clerical, stenographic and other office work, or watchmen's functions.
2. The word DAY means a period of twenty-four (24) hours beginning at 11:30 p.m., or at the regular hour of changing shifts nearest to 11:30 p.m.
3. The word WEEK means a period of seven (7) calendar days beginning 11:30 p.m. or at the regular hour of changing shifts nearest to 11:30 p.m. on Sunday.

SECTION 9 - DAYS OFF AND SCHEDULE OF SHIFTS

The employer will as far as practical designate regular, periodic, days off for each regular employee and will not change such designation without at least forty-eight (48) hours' notice to the employee. The employees may, as far as practical, change their day or days off or shift by mutual arrangement with the supervisor and the shop steward of the department concerned. In the case of ALL WORKERS, overtime shall be paid if less than forty-eight (48) hours' notice is given.

SECTION 10 - ALLOWANCE FOR FAILURE TO PROVIDE WORK

1. In case any employee reports for their regular scheduled shift having been ordered to report for such work and then no work is provided, he shall nevertheless receive two (2) hours' pay for so reporting.
2. In any case where an employee has commenced their regular scheduled shift, he shall receive a minimum of four (4) hours' pay except in cases of accident, breakdown, interruption of power, acts of God, or in cases of call time as provided in Section 11 hereof. In cases of accident, breakdown, interruption of power, or acts of God, the employee shall receive a minimum of two (2) hours' pay.
3. In any case where an employee has commenced their regular scheduled shift and is transferred to a lower paid job he will receive their regular rate for the balance of their shift.

SECTION 11 - MINIMUM CALL FOR EMPLOYEES

1. a. Any employee required to report for work after he has completed their designated shift shall receive two (2) hours' call time at the straight time day rate plus actual time worked.
- b. Any employee required to report for work on their designated day off shall receive two (2) hours' call time at the straight time day rate except that such call time shall not be payable when notification has been given during their first shift preceding the work involved.

It is understood and agreed that the term 'first shift preceding the work involved' means a shift worked during the normal Monday-Friday workweek.

- c. When an employee is required to report for duty in advance of their regular scheduled shift or when their regular scheduled shift is changed to another regular shift with an earlier starting time or when the Company changes an employee's regular shift schedule after the start of the week he shall receive two (2) hours' call time at the straight time day rate subject to the following exceptions i), ii) and iii)
 - i) When the change in starting time does not exceed one (1) hour in advance of the regular scheduled shift, no call time is payable.
 - ii) When the employee is given thirty-six (36) hours' notice of the change in starting time and such notice is given during the employee's regular working hours, no call time is payable.
 - iii) When the change in shifts during the week is temporary the call time is not payable for the second change in shifts when the employee returns to their previously established shift.
2. It is understood and agreed that in the payment of call time on the basis provided in this section, a minimum of four (4) hours' pay will be paid for each call when work has actually commenced, it being understood that such payment will include the payment for call time and payment for the time worked whether at straight time or at an overtime rate.
3. It is further understood and agreed that in the payment of call time on the basis provided in this section, not more than one (1) basis shall be used to cover the same period of work, nor will call time be added to or paid in lieu of allowances payable under Section 10, hereof.

4. A maintenance tradesperson (electrician or millwright) required to carry a pager on weekends will receive two (2) hours' "Pager pay" per day at the regular straight time rate of the employee carrying the pager. If the employee carrying the pager is called to work during the weekend, he will be paid call time and overtime but not "Pager pay." Management will decide when an employee is required to carry a pager.

SECTION 12 - STARTING AND STOPPING OF WORK

1. Employees shall be at their respective posts ready to begin work at the time their pay starts and shall not quit work in advance of the time their pay stops. For example, if a mechanic's pay time is from 8:00 a.m. to 12:00 noon, and from 1:00 p.m. to 5:00 p.m., he shall be at their post ready to work at 8:00 a.m. and 1:00 p.m. and shall not quit work until 12:00 noon and 5:00 p.m.
2. When an employee on a continuous operation, presently consisting of the steam plant, corrugator and employees working on a run through schedule as per Section 7, subsection 4., does not report for their regular shift, their mate shall notify the supervisor. He shall remain at their post until a substitute is secured and, if necessary, he shall work an extra shift. When an employee has to work one (1) extra shift, arrangements shall be made by the Company to provide one (1) meal at the start of the shift and another meal or lunch four (4) hours later.
3. It is the duty of a worker to report for their regular shift unless he has already arranged with their supervisor for a leave of absence. If unavoidably prevented from reporting, an employee must give notice to his supervisor or at the office, if reasonably possible, at least four (4) hours before their shift goes on duty.

SECTION 13 - DISCIPLINARY ACTION

The Company has the right to discipline or discharge employees for just cause.

The presence of a Shop Steward is mandatory at any meeting during which an employee is disciplined.

Any grievance that arises out of a suspension or discharge will be moved to Step 3 of the grievance procedure.

SECTION 14 - BULLETIN BOARDS

The employer shall supply adequately enclosed official bulletin boards for the use of the Union in posting of officially signed bulletins.

SECTION 15 - SAFETY

1. Employees and the Company are to comply with established accident prevention rules. Employees are expected to report immediately any unsafe equipment or condition. Employees will not be expected to operate with unsafe equipment or under unsafe working conditions. An employee who has reasonable cause to believe that an unsafe condition exists may refuse to work under such conditions without being subject to discipline.
2. The local Union and the Company shall cooperate in selecting one (1) or more safety committees, which will meet at least once a month to consider all safety problems.
3. A member of the Union Standing Committee or an alternate designated by the Committee shall accompany a WorkSafeBC inspector on plant inspections.

The Union undertakes to promote safety education among its members in an effort to overcome accidents.

- ~~4. Employees with more than one (1) year of company seniority will be provided an allowance of up to fifty dollars (\$50) per calendar year effective July 1, 2003, sixty dollars (\$60) effective July 1, 2005, and seventy five dollars (\$75) effective July 1, 2007 to purchase CSA approved safety footwear. This allowance may be banked to be used in future years to purchase such footwear.~~

Employees with more than one (1) year of Company seniority will be provided an allowance of up to one-hundred and twenty-five (\$125) dollars per calendar year to purchase CSA approved safety footwear. This allowance may be banked to be used in future years to purchase footwear. In addition, this allowance may be used to purchase winter jackets, insulated coveralls by outside workers and warehouse employees, at the discretion of the employee.

SECTION 16 - SENIORITY

1. In promotions, layoffs or recall from layoffs, other things being equal, the principles of seniority will govern. In any case of promotion, layoff or recall from layoff the Standing Committee of the Union shall be consulted by the management and be privileged to present recommendations which will be considered by the management prior to final action by the management. In cases where time does not permit such prior consultation, the management shall, wherever practical, take temporary action only until the recommendations of the Standing Committee can be obtained.

2. Probationary Employees

Until an employee has been on the payroll of the Company for **ninety (90)** calendar days, or until he/she has accumulated **sixty (60)** working days in a **one hundred and eighty (180)** calendar day period.

No person will be considered a probationary employee more than once without the mutual agreement of the Company and the Union.

An employee will be considered probationary until he or she has completed ninety (90) accumulative calendar days with the Company. The Company agrees to provide to the Union, with a copy to the probationary employee, a written report on the progress of the probationary employee upon thirty (30) days of employment, and every thirty (30) days thereafter until the completion of the probationary period. This probationary period maywell be extended by the Company for an additional fifteen (15) accumulative calendar days. Prior to an employee's probationary period being extended, the Union Standing Committee and the employee will be informed, and will be provided with written reasons for the extension.

3. Job Postings

a. Whenever management decides to fill a job opening which is not included in a progression ladder, the job will be posted for fifteen (15) calendar days.

The employee selected will be transferred to the position for which he has posted within thirty (30) calendar days from the date of selection, and their job seniority date will be the date of the job posting.

Should a situation arise making either of these time periods impracticable, the matter will be discussed and resolved at Standing Committee.

In the event more than one applicant posts for an opening and the employee selected returns to their former position as per b. below, the posting will remain valid for one further selection.

- b. In the case of an employee who is accepted for a job as a result of a posting for a vacancy, their first thirty (30) accumulative working days after reporting to the new job will be considered a probationary period. During this period the Company may deem it necessary to transfer the employee back to their former job or the employee may elect to do so of their own volition. In either case the employee will be returned to their former job with no loss of seniority rights.

All employees that are currently under the dual seniority provision will revert to the new probationary period effective July 1, 2010.

- c. An employee who fails to complete the probationary period will be restricted from answering further postings for the same position for a period of three (3) months.

4. Temporary Layoff Procedure

- a. A probationary employee may be terminated.
- b. The following rules will apply to employees, other than probationary, who are laid off due to shortage of work:
 - i) An employee who requests and receives their vacation pay for the current period of employment shall be terminated. The request must be in writing and co-signed by a member of the Union Standing Committee.
 - ii) Failure of an employee to report for work within one (1) week of notice to their last address reported to and received at the plant shall result in termination of their employment with the Company. Bona-fide reason for failure to report shall not deprive an employee of their recall rights.
 - iii) Laid off employees shall retain their seniority on the following basis:
 - (a) An employee with less than one (1) year of continuous service shall retain seniority for six (6) months from the date of layoff.
 - (b) An employee with one (1) or more years of continuous service shall retain seniority eighteen (18) months from the date of

layoff plus two (2) additional months for each year of service up to an additional twenty-four (24) months.

- iv) Laid off employees shall retain their M.S.P., E.H.B., Dental, Group Life and A.D. & D. coverage on the following basis:
 - (a) An employee with more than three (3) months but less than one (1) year's seniority will retain the above coverage for three (3) months while on layoff.
 - (b) An employee with one (1) or more years' seniority will have the above coverage continued for six (6) months while on layoff.
 - (c) Benefit plans in existence will be reinstated upon the employee's return to work.

5. An employee, other than probationary, who is laid off will be called back in order of their seniority for any department having a vacancy.

6. Where a layoff results from a permanent partial plant closure or a temporary closure in excess of ninety (90) days, the Company will participate in a program of training or retraining for another job within the operation to facilitate the exercising of plant seniority, recognizing there will be limitations where special qualifications are required. Phasing in arrangements to implement the program will be discussed by the Company and Union Standing Committee and shall be concluded prior to the date of closure.

7. Summer Students

It is agreed and understood that when temporary summer students are hired to supplement the regular work force for the purpose of vacation relief, they shall be designated as "temporary employees" for a term of employment that shall commence no earlier than March 15th, and shall not extend past October 15th. Summer students cannot apply for permanent status during their term of employment.

Such temporary employees shall be subject to all of the provisions of this agreement with the exception of seniority.

In the event of a reduction in the work force there shall be no layoff of a permanent employee until all summer students are laid off.

8. Hourly Employees Transferred To Staff

Effective September 1, 1984 any employee transferred to a supervisory or staff position which removes him from the bargaining unit shall retain their company and department seniority for a period of ninety (90) days only, during which time he shall maintain their union membership.

The checkoff procedure of union dues shall be continued during this period. It shall be the employee's responsibility to ensure their seniority standing.

The Company has the right to use hourly employees to provide supervisory relief. The rules governing the use of "Temporary Supervisors" are contained in Appendix 2.

SECTION 17 - ADJUSTMENT OF COMPLAINTS

1. The local Union of the Communications, Energy and Paperworkers Union of Canada shall select from its membership a Union Standing Committee of two (2), which shall represent the Union for the purposes stated in this agreement.
2. Should there be any dispute or complaint as to the interpretations of any of the clauses of this agreement, or any grievances arising out of the operation of this agreement, except in cases of discharge or suspension, the employee shall continue to work as per the conditions existing prior to the time the dispute, complaint or grievance arose.
3. The grievance shall first be taken up by the employee with their supervisor and the employee shall be accompanied by a shop steward. The grievance must be brought forward within thirty (30) days of a member of the Local Union Standing Committee or the Local Union Executive having knowledge of the circumstances giving rise to the grievance. If no satisfactory settlement is reached the question may, within thirty (30) days, be referred to the Union Standing Committee.
4. The Union or the Company Standing Committees, on notification in writing from one to the other of the existence of a grievance, shall within three (3) days agree on a mutually satisfactory date for a meeting thereon. Subjects not listed on the written notice shall nevertheless be dealt with. If the two (2) Standing Committees are unable to arrive at a settlement within five (5) days of their first meeting the question may, within thirty (30) days, be dealt with as per item 5.

5. The grievance may be taken up with the Operations Manager by a member or members of Local #951 designated by the local Union. Failing to reach agreement at this stage the question may, within thirty (30) days, be dealt with as per item 6.
6. The question may, upon written request by either party (a copy of which request shall be delivered to the other party), be referred to the President of the National Union (or their representative) and an official of the Company, neither of whom has previously judged the case in accordance with this section. If no agreement is reached at this stage, the matter may within thirty (30) days, be referred to an Arbitrator as outlined in item 8.
7. In the event a grievance has not advanced to the next step within the time limits set forth above, then the grievance shall be deemed to be abandoned and all rights of recourse to the Adjustment of Complaints under this Agreement in respect of this grievance shall be at an end. The time limit between all steps may be extended by mutual consent.
8.
 - a. The Company and the Union will endeavour to agree upon the selection of the Arbitrator. In the event the Company and the Union are unable to agree upon the selection of the Arbitrator, they will apply, within the thirty (30) day period, to have the Arbitrator appointed under the Arbitration Provisions of the Labour Act of B.C.
 - b. After the Arbitrator has been chosen he shall meet and hear evidence of both sides and render a decision within fifteen (15) days after he has concluded their hearings, said decision to be final and binding upon all parties to this Agreement.
 - c. The parties shall bear in equal portions the fees and expenses of the Arbitrator and rental of any premises used for the hearing.
 - d. The Arbitrator shall be restricted to interpreting and applying the provisions of this Agreement and shall have no authority to alter, modify, subtract from or supplement them in any way.
 - e. In the case of discharge, demotion, or suspension, which the Arbitrator has determined to have been unjust, the Arbitrator shall order the reinstatement of the employee and shall award him back pay. In the case of back pay, should there be any doubt in the opinion of the Arbitrator, the Arbitrator may order all or part back pay as he deems fit.

- i) The Company will not use as evidence a note of a discussion with an employee concerning their performance unless the employee was told at the time of the discussion that a note was being included in their record.
- f. In all matters of procedure not covered by the provisions herein, including alternate procedure for the selection of the Arbitrator, the Arbitration Provisions of the Labour Act of B.C. shall apply.
- 9. It is understood that in all discussions concerning grievances, any national officer may accompany Union Standing Committees in their meetings and the national officers may call upon members of Union Standing Committees or any other employee to accompany them in their meetings with Company officials.
- 10. The disciplinary record of an employee, including letters of reprimand or warnings, shall not be used against him/her at any time after twelve (12) months.

In cases involving suspension, the disciplinary notice will remain on the employee's file for twenty-four (24) months and not used after that period provided no other discipline has occurred during that time.

Upon making a request to the Human Resources department, an employee will have the right to view their file in the presence of a Human Resources employee. The person viewing their file will have the right to have a Shop Steward present. Viewing will be accommodated within a reasonable period of time.

SECTION 18 - VACATIONS

1. Entitlement

Subject to the requirements of this section, every employee is entitled to a vacation and vacation pay as follows:

Qualification	Entitlement	Vacation Pay, being the greater of:	
An employee who is on the payroll on January 1, who has been continuously employed during the qualifying period, and who has:	Length of Vacation	% of the total wages earned by the employee during the preceding vacation period	Or Hours' pay at the hourly rate of the employee's regular job.

Qualification	Entitlement	Vacation Pay, being the greater of:	
<p>a. been employed for less than one year and does not qualify under b. below;</p>	<p>1/4 day for each full week of actual work performed during the preceding vacation period, provided no vacation of less than one day will be granted</p>	<p>4-1/2%</p>	<p>or NIL hours.</p>
<p>b. been employed for less than one year but has worked not less than 1500 hours during the preceding vacation period,</p> <p>or,</p> <p>been employed for not less than one year and who has worked not less than 1200 hours during the preceding vacation period.</p> <p>The following hours will count as hours worked for the purpose of qualifying for a vacation: Vacations; Supplementary Vacations; Statutory Holidays; Jury or Witness Duty; Bereavement Leave; Contractual Steam Plant, Apprenticeship and First Aid Leaves; and Banked Days Off.</p>	<p>2 weeks</p>	<p>4-1/2%</p>	<p>or 80 hours.</p>

Qualification	Entitlement	Vacation Pay, being the greater of:	
c. Qualified for his second vacation under this Agreement	3 weeks	6-1/2%	or 120 hours.
d. Qualified for his seventh vacation under this Agreement	4 weeks	8-1/2%	or 160 hours
e. Qualified for his fourteenth vacation under this Agreement	5 weeks	10-1/2%	or 200 hours.
f. Qualified for his twenty-third vacation under this Agreement	6 weeks	12-1/2%	or 240 hours.
g. Qualified for his twenty-ninth vacation under this Agreement	7 weeks	14-1/2%	or 280 hours.

NOTE: Revisions to entitlement effective January 1, 1997. Any vacations owed due to this revision will be paid to an employee rather than the vacation time being taken. An employee will have a onetime option of contributing to an RRSP rather than accepting the payout in cash.

NOTE: Once an employee has qualified for their first vacation entitlement under b. above, the future vacation entitlement increases outlined in c., d., e., f. and g. will be guaranteed. However, an employee must work the required 1200 hours in each vacation year to qualify for the greater vacation pay option. For clarification, an employee who works less than 1200 hours in the preceding vacation period will only be entitled to the vacation pay percentage as per c., d., e., f. and g. above.

These employees will have the option of time off as per subsection 1. above or time off equivalent to their vacation pay entitlement divided by their classified rate.

2. Additional Pay:

In addition to the vacation pay to which an employee is entitled under section 1. above, each employee shall, on qualifying for vacation under categories b., c., d., e., f. and g. above, be entitled to an additional amount of vacation pay equivalent to ten (10) hours' pay at the hourly rate of the employee's regular job in respect of the first week of their vacation.

3. Payment on Termination:

In the event an employee's employment terminates either before he becomes entitled to a vacation with pay, or, being entitled to it, before he takes it, he shall be paid on termination 4-1/2 percent, 6-1/2 percent, 8-1/2 percent, 10-1/2 percent, 12-1/2 percent or 14-1/2 percent, (depending on which category described above the employee belongs) of their wages earned during the period of employment ending with their termination in respect of which no vacation or vacation pay to which he remains entitled has been paid or taken.

4. General Rules:

- a. The vacation period is January 1 to December 31.
- b. Vacations with pay provided in accordance with subsection 1 above for employees in category a. may not be counted when determining whether an employee has qualified for the vacations provided under subsection 1. for employees in categories c., d., e., f. or g.
- c. Except as provided in d. below, vacations with pay are not cumulative and must be taken during the vacation period. However, if an employee cannot take their remaining vacation because of the Christmas Holiday work schedule requirements, then such remaining vacation may be taken during the month of January following and must be scheduled by December 31.
- d. A vacation with pay provided under section 1. for employees in category a. may be taken during the vacation period in which the entitlement thereto is established, or during the next following vacation period.
- e. No employee may continue to work and draw vacation pay in lieu of taking the vacation.
- f. The allocation of vacation times is to be decided by the Company. Vacations not scheduled by January 15th will be scheduled by Management. In order to minimize the effect of operations. However, the Company will endeavour by discussion with the employees or the Union to arrange vacations to suit the employees' wishes. The Company will endeavour to advise the employee of their scheduled shift to which he will return following their vacation. Where this cannot be done the Company will arrange the shifts so the employee will not be scheduled to work the graveyard shift during the week following their vacation.

- g. Time not exceeding one (1) year, lost as the result of an accident recognized as compensable by WorkSafeBC, suffered during the course of employment, shall be considered as time worked for the purpose of qualifying for vacation.
- h. Time lost as a result of an accident suffered during the course of employment, and recognized as compensable by WorkSafeBC, shall be considered as time worked for the purpose of calculating entitlement upon return to work.
- i. Time not exceeding one (1) year, lost as a result of a non-occupational accident, illness or approved maternity leave, shall be considered as time worked for the purpose of qualifying for vacation provided that at the time of the accident or illness or commencement of maternity leave, the employee has been on the payroll for not less than one (1) year and returns to employment. It is understood that the employer may require that the employee provide a certificate from a qualified medical practitioner. Time exceeding one (1) year shall be recognized as uninterrupted service for the purpose of establishing vacation time off, upon return to work.
- j. Employees who qualify for vacation under categories (c), (d), (e), (f), or (g) may at their option elect to forfeit one (1) week of vacation, subject to the Employment Standard Minimum, and be paid the vacation pay they would have received in lieu of the week of vacation.

Employees must declare their intent for this option, in writing, prior to the start of the vacation year, and will be paid out between May 15th - 31st of the vacation, year.

5. Computation of Vacation Pay:

Where an employee's vacation pay for the current year is to be computed as a percentage of their "total wages earned" in the previous year, such "total wages earned" shall include the amount of vacation pay the employee received in the previous year.

6. Vacation Payout Option:

- a. Vacation pay will be calculated on the greater of the percent of the total wages earned by the employee during the preceding vacation period, or hours' pay at the hourly rate of the employee's regular job at the beginning of the vacation period, and paid by February 10 on the written request of the employee. The written request must be made by December 31 of the

preceding year and employees will only be eligible to apply for vacation payout if they have taken all of their vacation entitlement by the end of the preceding vacation period, except for vacation scheduled in January in accordance with Section 18, 4 (c).

7. Retirement Banking Option

An employee may bank regular vacation in excess of four (4) weeks in any vacation year as per Section 33.

SECTION 19 - SUPPLEMENTARY VACATIONS

1. After completing five (5) or more years of continuous service with the Company, an employee shall, in addition to the regular vacation to which he is entitled, become eligible to receive a supplementary vacation with pay each five (5) years as set forth below:

<u>Years of Completed Continuous Service</u>		<u>Weeks of Supplementary Vacation</u>	
After Five	(5)	One	(1)
After Ten	(10)	Two	(2)
After Fifteen	(15)	Two	(2)
After Twenty	(20)	Three	(3)
After Twenty-five	(25)	Three	(3)
After Thirty	(30)	Four	(4)
After Thirty-five	(35)	Four	(4)
After Forty	(40)	Five	(5)

- 2. The supplementary vacation may be taken at times and in allotments agreed upon by the Company and the employee.
- 3. The supplementary vacation must be taken prior to the employee becoming eligible for their next earned period of supplementary vacation as provided in subsection 1. above or the employee has the option of banking this time as per Section 33.
- 4. One (1) week's supplementary vacation pay shall be equal to forty (40) hours at the straight time hourly rate of the employee's regular job.

5. For the purpose of determining eligibility for supplementary vacation, an employee's service shall be calculated from the last continuous service date of joining the Company.
6. At retirement or termination from the Company, an employee who has completed five (5) or more years of service shall be entitled to that portion of supplementary vacation pay proportionate to the number of years of service completed subsequent to their last five (5) year entitlement period.

SECTION 20 - OVERTIME

1. Employees shall be entitled to receive overtime pay for time worked on the following basis:
 - a. Time and one-half for the first four (4) hours worked in excess of eight (8) hours in a day and double time thereafter.
 - b. Double time for all work performed on holidays as specified in Section 6.
 - c. All employees, except those employed on a seven (7) day continuous schedule, shall receive double time for all hours worked on a Sunday.
 - d. Employees on a seven (7) day continuous schedule shall receive time and one-half for Sunday work with double time after twelve (12) hours.
 - e. Time and one-half for the first twelve (12) hours on Saturday and double time thereafter, except for employees employed on a seven (7) day continuous schedule, for whom Saturday is a normally scheduled workday.
 - f. Time and one-half for the first twelve (12) hours and double time thereafter for work performed on designated days off.
 - g. Time and one-half for work in excess of forty (40) hours per week.
 - h. An employee who works a complete short graveyard shift and qualifies for overtime as outlined in paragraph c. and e. above, shall receive eight (8) hours' pay at the appropriate overtime rate.

In the payment of overtime on the basis provided above, the one basis which results in payment of the largest amount of overtime shall be used.

2. All employees may elect to participate in a Deferred Overtime Plan as outlined in Appendix 1 attached.

SECTION 21 - NIGHT SHIFT DIFFERENTIAL

1.	<u>July 1,2000</u> <u>(% of base rate)</u>
4:00 p.m. to 12:30 a.m.	2.25%
12:30 a.m. to 7:30 a.m.	3.25%

SECTION 22 - WAGE SCHEDULE

The wage schedule below forms part of this Labour Agreement. Any new job rates established during the term of this Agreement shall become part of the new wage schedule.

A general wage increase of 2% effective July 1, 2017, 2% effective July 1, 2018, 2.0% effective July 1, 2019, and 2% effective July 1, 2020.

	July 1, 2017 2.0%	July 1, 2018 2.0%	July 1, 2019 2.0%	July 1, 2020 2.0%
JOB CATEGORIES				
Base Rate	30.24	30.85	31.47	32.10
Corrugator - Knife Tender	35.43	36.14	36.86	37.60
- Operator	34.33	35.01	35.71	36.43
- Double Backer	32.08	32.73	33.38	34.05
- Stacker Operator	31.24	31.86	32.50	33.15
- Offbearer	30.48	31.09	31.71	32.35
Flexo Folder Gluer (Martin)				
- Operator	36.27	37.00	37.74	38.50
- Assistant	32.35	32.99	33.65	34.33
Press Utility	31.51	32.14	32.78	33.44
Flexo Die Cutter (Ward)				
- Operator	35.43	36.14	36.86	37.60
- Feederman	32.08	32.73	33.38	34.05
SEC Partition Assembler				
- Operator	31.51	32.14	32.78	33.44
- Collapser Packer	30.48	31.09	31.71	32.35
Semi Automatic Stitcher Operator	30.97	31.59	32.23	32.87
Universal Slitter Operator	30.73	31.35	31.97	32.61
Partition Slotter Operator	30.97	31.59	32.23	32.87
Band Saw Operator	30.48	31.09	31.71	32.35
Press Helper	31.80	32.43	33.08	33.75
Bundler	30.48	31.09	31.71	32.35
Lift Truck Driver	32.63	33.28	33.95	34.63
Clamp Driver	32.76	33.41	34.08	34.76
Unitizer Operator	32.90	33.56	34.23	34.91
Checker Driver	32.90	33.56	34.23	34.91
Load Mover	30.97	31.59	32.23	32.87
Hogger - Balerman	30.97	31.59	32.23	32.87
Panel Saw Operator	30.33	30.94	31.56	32.19
Maintenance Chief	43.29	44.15	45.04	46.45
Maintenance Journeyman	41.90	42.74	43.59	44.98
Chief Electrician	43.01	43.87	44.75	46.15
Chief Steam Engineer				

- 3rd Class	42.39	43.24	44.11	45.50
4th Steam Engineer				
- Starch	39.72	40.52	41.33	42.16
- 3rd Class Ticket	39.96	40.76	41.57	42.41
Starch Maker	31.51	32.14	32.78	33.44
Steam Engineer Apprentice				
- Class C (No Tools)	32.14	32.78	33.44	34.11
- Class C (With Tools)	33.24	33.91	34.59	35.28
- Class B	34.47	35.16	35.86	36.58
- Class A	36.28	37.01	37.75	38.50

SUMMER STUDENT RATE:

- i. **Employees who are hired as students under Section 19, will be paid 70% of the rate of the position being performed.**
- ii. **It is understood that students who are currently employed as of the date of ratification will continue to be paid at current rates for this year.**

NEW HIRE

All employees hired after the date of ratification of this collective agreement, except employees hired in the Maintenance Department and the Steam Plant, will be paid at the following Training Wage Rate:

TRAINING WAGE RATE – TIME FROM DATE OF HIRE	
0- 6 MONTHS	70% OF THE RATE OF JOB POSITION BEING PERFORMED
7 – 12 MONTHS	80% OF THE RATE OF JOB POSITION BEING PERFORMED
13 – 18 MONTHS	90% OF THE RATE OF JOB POSITION BEING PERFORMED
19 – 24 MONTHS	95% OF THE RATE OF JOB POSITION BEING PERFORMED

Wages shall be paid every second Friday.

TIMEKEEPING ON THE SHORT GRAVEYARD SHIFT:

When an employee is late for work or is unable to complete the shift, the method of computing payment for hours worked shall be:

- 1. If less than fifteen (15) minutes late, the employee will be paid for a full shift.
- 2. If more than fifteen (15) minutes late, payment will be on the basis of the actual time worked on an adjusted rate.

RELIEF FIRST AID ATTENDANTS:

An employee who holds a valid B.C. Industrial First Aid Ticket but who is not acting as the designated first aid attendant on shift will receive a premium as follows:

<u>Ticket Held</u>	<u>Rate</u>
Level II	Occupational rate plus \$0.50 per hour
Level III	Occupational rate plus \$0.85 per hour

This premium will not be added to the wage rates for the purpose of calculating overtime. This premium will be paid to a maximum of three (3) employees.

STEAM PLANT CERTIFICATION BONUS

1. Employees holding a 4th Class Certificate, where no certificate is required, will receive thirty-five cents (35¢) per hour over their job rate.
2. Employees holding a 3rd Class Certificate, where a 4th class certificate is required, will receive fifty cents (50¢) per hour over their job rate.
3. Employees holding a 2nd Class Certificate, where a 3rd class certificate is required, will receive fifty-five cents (55¢) per hour over their job rate.
4. Employees holding a 1st Class Certificate, where a 2nd class certificate is required, will receive sixty-five cents (65¢) per hour over their job rate.

SECTION 23 - WELFARE PLAN

It is understood and agreed that the Welfare Plan in effect under the Crown Packaging Labour Agreement will be extended to employees as defined in Section 8 of this agreement.

SECTION 24 - PENSIONS

1. Each employee as defined in this agreement shall participate in the Pulp and Paper Industry Pension Plan as set forth in the B.C. Standard Labour Agreement.
2. Contributions will be made by the Company to the Pulp and Paper Industry Pension Plan in accordance with the terms as set forth below:

The contribution levels will be as follows:

Employer 10%
Employee 8%

3. Term Annuity Benefit

The Company shall provide employees with a pension bridge annuity of twenty dollars (\$20.00) per month per year of service at age sixty (60) or older who retire prior to attaining age sixty-five (65). The pension bridge benefit will not be payable beyond age sixty-five (65). The calculation of the pension bridge benefit shall be credited on the same basis as under the terms and conditions of the Pulp and Paper Industry Pension Plan.

An employee who chooses to retire at age fifty-five (55) or later shall have access to the bridging benefit paid by the Company when they reach age sixty (60).

SECTION 25 - MUTUAL RESPONSIBILITIES

It is recognized by this agreement to be the duty of the Company to explain fully the terms of this agreement to all its officers, supervisors, and others engaged in the supervisory capacity and it is recognized to be the duty of the union to explain fully to its members its and their responsibilities and obligations under this agreement.

SECTION 26 - BEREAVEMENT LEAVE

1. When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence and he shall be compensated at their regular straight time hourly rate for hours lost from their regular schedule for a maximum of three (3) days. Such leave is not to be deferred nor used for any other purpose.
2. Members of the employee's immediate family are defined as the employee's spouse, mother, father, brothers, sisters, sons, daughters, stepchildren, mother-in-law, father-in-law, stepparents, grandparents and grandchildren, sons-in-law, daughters-in-law, common-law spouse, and the children of an employee's common-law spouse who are dependent on the employee.
3. Compensable hours under the terms of this section will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

SECTION 27 - JURY DUTY

1. Any regular full-time employee who is required to report for jury selection, jury duty, coroner's inquest or who is subpoenaed to serve as a witness in a court action, save

and except actions involving the Company or Trade Unions, unless subpoenaed by the Crown, on a day when he would normally have worked, will be reimbursed by the Company for the difference between the pay received in such duty and their regular straight time hourly rate of pay for their regularly scheduled hours of work necessarily lost. It is understood that employees will be reimbursed by the Company for the difference between the pay received for such duty and their straight time rate of pay for their regularly scheduled hours of work in that week. The employee will be required to furnish proof of performing such service and such duty pay received.

2. Hours paid for such duty will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted for hours worked for the purpose of computing overtime.

SECTION 28 - JOB SECURITY

Any employee who loses their job directly or indirectly due to a management decision to permanently downsize a department or a job category, or through Section 29 or 30, will be entitled to choose between rate protection or severance in accordance with Section 30.

The process of offering severance for job elimination is as follows:

Step 1

The person whose job is being eliminated will have the choice of rate protection or severance in accordance with the collective agreement.

Step 2

Should the person referred to in Step 1 decline severance, then severance would next be offered, by seniority, to employees in the department. If no one takes the severance, severance will next be offered to the most senior person on the layoff list on the day the person referred to in Step 1 leaves the position. If there is no one on layoff or he declines it, then the severance will be offered to the most junior person on the plant seniority list. If the junior person declines severance, then no further severance will be offered.

SECTION 29 – TECHNOLOGICAL CHANGE

1. a. The Company and the Union recognize that technological change, while necessary to the industry, may have an impact on employees. It is the

purpose of the following provisions to assist employees in adjusting to the effects of such change.

- b. Technological change, which term shall include automation, mechanization, and process change, means the introduction of equipment or material of a different nature or kind than previously utilized, or a change in the operation that is directly related to the introduction of that equipment or material.
2. A joint committee on automation will be established at the plant, which shall consist of two (2) persons representing management and two (2) persons representing the Union. It shall be the function of the committee to study the effect of mechanization, technological changes and automation on employment in the plant and to make such recommendations as are agreed upon to the plant manager, to ensure that the interests of the Company and of the employees are fairly and effectively protected.
3. The Company will advise the appropriate committee as soon as possible, and in any case not less than ninety (90) days before the introduction thereof, of mechanization, technological changes and/or automation which the Company has decided to introduce and which will result in termination or other significant changes in the employment status of employees.
4.
 - a. In the event that it is necessary, crews will be reduced in accordance with Section 16 - Seniority, of the agreement.
 - b. An employee who is set back to a lower paid job because of mechanization, technological change, or automation will receive the rate of their regular job at the time of the setback for a period of six (6) months, and for a further period of six (6) months he will be paid an adjusted rate, which will be midway between the rate of their regular job at the time of the setback and the rate of their new regular job. At the end of this twelve (12) month period, the rate of their new regular job will apply. However, such employee will have the option of terminating their employment and accepting severance pay as outlined in subsection 5. a. below, provided he exercises this option within the initial six (6) month period referred to above.
5.
 - a. An employee with one (1) or more years of continuous service for whom no job is available because of mechanization, technological change or automation will, upon termination, receive a severance allowance calculated by one of the following two (2) methods based on their last period of continuous service, it being the choice of the affected employee as to which of such methods of calculation is used.

YEARS OF EMPLOYMENT	SEVERANCE ALLOWANCE	
	Weeks/yr *	% of Earnings
1 st Twenty (20) Years	2	4%
Subsequent Years	1	2%
Maximum Severance Allowance	52 weeks	2080 hours

*Computed on the basis of forty (40) straight time hours at the employee's regular rate.

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

For employees with a minimum of one (1) year's employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

At the time of separation the employee shall have the option of receiving their severance allowance on termination, or he may elect to have their severance allowance held in abeyance for up to one (1) year from the date of termination. He may apply in writing at any time during the year, at which time their full severance allowance will be paid forthwith.

Where the right of recall and seniority retention under Section 16 - Seniority is elected, the employee's severance allowance will be held in abeyance for the duration of their recall rights at which time the employee will be terminated and their severance allowance paid forthwith.

Where the employee renounces the right of recall during this period, the employee will be terminated and their severance allowance paid forthwith with all seniority and recall rights being forfeited.

- b. Such employees for whom no employment is available will be given at least thirty (30) days' notice of separation.
6. The Company agrees to participate in a program of training or retraining for another job within the operation for those employees who are displaced under the circumstances set forth in this section.

SECTION 30 - PERMANENT JOB CATEGORY ELIMINATION FOR REASONS OTHER THAN MECHANIZATION, TECHNOLOGICAL CHANGES AND AUTOMATION

1. In the event management decides to permanently discontinue a job category on the basis that management does not anticipate re-establishment of the job category within the foreseeable future, a permanent “job category elimination” will be deemed to have occurred. The Company will advise the Standing Committee at least forty-five (45) days prior to such job category elimination.
2. In the event that it is necessary, crews will be reduced in accordance with Section 16 - Seniority, of the agreement.
3.
 - a. An employee working on a job category at the time it is eliminated who is set back to a lower paid job will receive the rate of the job category eliminated for a period of six (6) months on the basis of the average percentage of the time spent on the job during the six (6) months immediately prior to its elimination.
 - b. Following the six (6) month period, he will receive an adjusted rate midway between the rate of the job category eliminated and the lower paid job category on which he is working for a further six (6) month period on the basis of the average percentage of time spent on the job category eliminated during the six (6) months immediately prior to its elimination. At the end of the twelve (12) month period, the employee will receive the rate of the job on which he works.
 - c. However, an employee having one (1) or more years of continuous service who is working on the job category eliminated at the time of its elimination will have the option of terminating their employment and accepting severance pay, provided he exercises this option within a three (3) month period, as follows:

Severance allowance will be calculated by one (1) of the two (2) following methods based on the last period of continuous service, it being the choice of the affected employee as to which of such methods of calculation is used.

YEARS OF EMPLOYMENT	SEVERANCE ALLOWANCE	
	Weeks/yr *	% of Earnings
1 st Twenty (20) Years	2	4%
Subsequent Years	1	2%
Maximum Severance Allowance	52 weeks	2080 hours

*Computed on the basis of forty (40) straight time hours at the employee's regular rate.

Employees will have their welfare coverage continued for the current month plus two (2) additional months from their date of termination.

For employees with a minimum of one (1) year's employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

At the time of separation the employee shall have the option of receiving their severance allowance on termination, or he may elect to have their severance allowance held in abeyance for up to one (1) year from the date of termination. He may apply in writing at any time during the year, at which time their full severance allowance will be paid forthwith.

Where the right of recall and seniority retention under Section 16 - Seniority is elected, the employee's severance allowance will be held in abeyance for the duration of their recall rights at which time the employee will be terminated and their severance allowance paid forthwith.

Where the employee renounces the right of recall during this period, the employee will be terminated and their severance allowance paid forthwith with all seniority and recall rights being forfeited.

- d. An employee set back to a lower paid job directly because of the application of seniority involved in a job category elimination at the time of the job category elimination will be entitled to the benefits of 3. a. and b. above.
4. If the job category eliminated should be re-established within one (1) year, an employee(s) who receives the benefits of 3. above shall have the right to return to their former job with the seniority he would have held had the job category elimination not occurred, unless he has since terminated.
- a. An employee who elects not to return at the time the option is open to him, will lose the right to return later with seniority.

5. Total Plant Closure

The Company will advise the Union Standing Committee as soon as possible and in

any case not later than sixty (60) days prior to a planned permanent plant closure. Employees affected by Total Plant Closure shall be entitled to a severance allowance of two (2) weeks' per year of service to a maximum of sixty (60) weeks' based on the employee's years of employment during the employee's last period of continuous service computed on the basis of forty (40) straight time hours per week at the employee's regular rate.

This is effective the first of the month following date of ratification of this agreement.

For employees with a minimum of one (1) year's employment during their last period of continuous service, severance allowance shall not be less than four (4) weeks' pay.

No payment will be made under this section in cases where the employee has already qualified under Section 28 - Job Security, or under Section 29, 3., c. - Permanent Job Category Elimination for Reasons Other Than Mechanization, Technological Changes and Automation.

SECTION 31 - SUPERVISORS

Supervisors shall not perform work usually done by employees except on occasions when needed in order to maintain practical and efficient operations. Such occasions must be temporary in nature and must not result in the displacement or exclusion of employees.

SECTION 32 - LEAVE OF ABSENCE

1. Union and Public Office

The Company agrees that it is proper to grant leave to employees who have been elected or appointed to office in the Union, or who have been nominated, elected or appointed to Federal, Provincial, Municipal or Aboriginal Office. However, it is not the intention of the Company to grant lifetime leaves of absence.

An employee appointed or elected to full-time office in their union, or to Federal, Provincial, Municipal or Aboriginal Office, shall be granted as much leave as is necessary during the term of such office.

Seniority shall accumulate during the period of an employee's leave of absence.

2. First Aid Certificate

A first aid attendant authorized by the Company to attend classes for obtaining, renewing or upgrading a first aid ticket will be compensated for lost regular straight time earnings based on eight (8) hours per day.

3. Steam Plant Vocational Leave

Steam Plant personnel authorized to attend vocational school to obtain either their third or fourth class certificate will be covered by the provisions of Exhibit "E" Steam Plant Vocational Leave in the Crown Packaging, Richmond, B.C. Division, Labour Agreement.

4. Maternity Leave

The Company will grant extended maternity leave without pay to female employees to a maximum of six (6) weeks in excess of that provided in the Employment Standards Act where there is a valid and documented medical reason applicable to the health or well-being of the mother and/or child.

The Company will grant parental leave as per the Employment Standards Act.

Seniority accumulates during maternity leave.

5. Other Leave

Granting of leave is a matter between the employee and the plant management. The Company will consider length of service and will endeavour to arrange leave of absence to suit the employee's wishes. Employees with ten (10) or more years of service will be given special consideration.

6. Notification

Where an employee is granted a leave of absence of four (4) weeks or more under subsection 5., the plant committee will be notified of such leaves of absence in writing.

SECTION 33 - MEALS

Any employee working more than ten (10) consecutive hours shall be provided a meal allowance of sixteen dollars (\$16) before taxes. If he continues to work, a further meal allowance shall be provided every four (4) hours thereafter. In the

event a meal is to be eaten, the Company will allocate one-half hour and the employee will eat on their own time.

SECTION 34 - RETIREMENT BANKING

1. An employee with ten (10) or more years of plant seniority will have the option of banking:
 - a. Regular Vacation in excess of four (4) weeks in any vacation year.
 - b. Any Supplemental Vacation.
 - c. Deferred Overtime to a maximum of 160 hours in any accumulation period as defined in Appendix 1, subsection 3.
2. Time that is banked cannot be taken until just prior to retirement.
3. Any Retirement Banked Time will only be paid out upon termination.
4. Banked time will be paid out at the employee's classified rate at the time an employee terminates or takes early retirement.
5. This is an option in addition to the existing policies on Vacation, Supplemental Vacation and Deferred Overtime. All of the rules outlined in Section 18 - Vacations, Section 19 - Supplementary Vacation and Appendix 1 - Deferred Overtime Plan will apply first.

SECTION 35 - APPRENTICESHIP TRAINING PROGRAM

1. The purpose of this program is to provide tradesmen of the highest caliber.
2. The apprenticeship training program will cover the trades, as set forth below:
 - Electrician
 - Millwright
 - Steam Engineer

GENERAL PRINCIPLES

3. The minimum period of apprenticeship training will be four (4) years; however; it is agreed that any changes made by the Government Apprenticeship Branch or Boiler Act will be adhered to.

4. Training syllabus for each trade to be designed to meet the requirements of the particular trade involved.
5. All provisions of the Labour Agreement in effect at the plant shall be applicable to apprentices in the program.
6. Apprentices hired with previous training may be placed into the training program at a level determined by the joint apprenticeship committee, with advice from the apprenticeship branch.
7. Under this program, apprentices will receive the rates listed in Section 22 - Wage Schedule, during the term of the Labour Agreement:

For Steam Engineers

1 st year apprentice	Class C (No Tools)
2 nd year apprentice	Class C (With Tools)
3 rd year apprentice	Class B
4 th year apprentice	Class A
Journeyman 5 th year apprentice	

Progression through the schedule of rates is subject to successful completion of prescribed theoretical training, practical training and tests. The rates listed in Section 22 - Wage Schedule, apply on date of qualification or as otherwise provided for in item 12.

JOINT UNION MANAGEMENT APPRENTICESHIP COMMITTEE

8. This committee will be comprised of two Union and two management representatives, one of which will be the Plant Manager who will act as coordinator.

The purpose of the committee will be to develop and supervise the procedures required to carry out the intent of the program as agreed to. The committee will also carry out the following duties:

- a. The Company to establish in-plant-training programs to support the training syllabus as developed by the Apprenticeship Branch of the Department of Labour, or Boiler Act for each trade involved. Supervision of the established program shall be the responsibility of the joint committee.
- b. Set standards for entry into the apprenticeship program that are not inconsistent with the standards recommended by the apprenticeship branch.

- c. Carry out periodic reviews of training programs.
- d. See that the required practical tests are carried out in cooperation with the apprenticeship branch.
- e. Determine the tool requirements by years of training.
- f. Joint committee to review any case of lost time from the program because of sickness, accident, etc. and to determine the amount of additional time necessary before an employee meets their requirement of time served.

ADVISORY COMMITTEE

- 9. There shall be established an advisory committee of two representatives of labour and two representatives of management, for the purpose of considering policy questions and possible necessary amendments from time to time.

ENTRY TO PROGRAM – NEW APPRENTICES

- 10. Entrance into the program without any previous training of any kind will in all cases be subject to the applicant meeting the standards required for acceptance, established by the Company and the apprenticeship branch. The Company will inform the joint Union management apprenticeship committee of such standards as tests and scores required for acceptance, and of any subsequent changes in those standards, and be given opportunity to review an employee's test results, if requested by the employee.
- 11. Upon completion of each period of training in an approved vocational school, an apprentice will be required to pass examinations set by the apprenticeship branch. Practical examinations shall be confined to the area of training received. In the event of failure to pass examinations, the apprentice shall be required to undergo a period of retraining on subject material specified by the apprenticeship branch authorities and will be required to be re-examined within twelve (12) months.

Failure to pass the second examination will result in a review of their position by the joint apprenticeship committee and could result in their removal from the program. Employees who are removed from the program will be offered an entry job in keeping with their plant seniority.

SCHEDULE OF TRAINING FOR APPRENTICES

The following Training Schedule will be revised to comply with any changes made by the

Apprenticeship Branch.

12. a. Successful applicants will be assigned to a specific trade as a probationer for a two (2) month period. During the probationary period he shall be paid the first year apprentice rate.
- b. On successful completion of the probationary period the probationer shall be reclassified and paid the first year apprentice rate for the following ten (10) months. During this twelve (12) months as a first year apprentice, he shall work eleven (11) months at the trade and spend one (1) month at vocational school. Exception: Electricians will be required to spend two (2) of the twelve (12) months at vocational school.
- c. On successful completion of the first period of training at the vocational school and having spent twelve (12) months as a first year apprentice, he shall be reclassified and paid the second year apprentice rate for the following twelve (12) months. During this twelve (12) months as a second year apprentice he shall work eleven (11) months at the trade and spend one (1) month at the vocational school. Exception: Electricians will be required to spend two (2) of the twelve (12) months at vocational school.
- d. On successful completion of the second period of training at the vocational school and having spent twelve (12) months as a second year apprentice, he shall be reclassified and paid the third year apprentice rate for the following twelve (12) months. During this twelve (12) months as a third year apprentice he shall work eleven (11) months at the trade and spend one (1) month at the vocational school. Exception: Electricians will be required to spend two (2) of the twelve (12) months at vocational school.
- e. On successful completion of the third period of training at the vocational school and having spent twelve (12) months as third year apprentice, he shall be reclassified and paid the fourth year apprentice rate for the following twelve (12) months. During this twelve (12) months as a fourth year apprentice he shall work eleven (11) months at the trade and spend one (1) month at the vocational school. Exception: Electricians will be required to spend two (2) of the twelve (12) months at vocational school. On completion of the final period at the vocational school, the fourth year apprentice shall write their final examinations set by the apprenticeship branch. Upon the successful completion of their term of apprenticeship and receipt of their certificate of apprenticeship, issued by the provincial apprenticeship committee, the apprentice shall be designated as a certified "A" mechanic at the regular hourly rate for "A" mechanics.

- f. If any of the aforementioned eleven (11) month work periods (ten (10) month work periods for electricians) are exceeded due to the unavailability of vocational school facilities, such extra time will be credited to the apprentice in succeeding training requirements, commencement of the scheduled year providing he successfully passes the examination. Retroactivity will not apply where retesting is necessary.
13. Wherever reference is made to a year (or twelve (12) months) as an apprentice, it shall mean a period of not less than 1600 hours, the said period to include time spent at the vocational school.
14. a. While attending an approved vocational school, the apprentice will receive from the appropriate government authorities allowances and school expenses, in accordance with the government's schedule of grants pertaining to apprenticeship training. In addition, the employee shall receive from their employer an allowance comprised of the difference between their regular straight time rate, based on a forty (40) hour week, and the weekly living allowance granted by the appropriate government authorities. Allowances provided by the employer shall not apply to any periods of retraining as specified in item 11.
- b. The Company will reimburse the apprentice the cost of the books specified by the Apprenticeship Branch. The apprentice may keep the books as their personal property.
- c. On successful completion of the required period of vocational school, the Company will reimburse out-of-town expenses to a maximum of thirty dollars (\$30.00) per school day attended to apprentices who qualify for the government living-out allowance. This reimbursement will also apply to Steam Plant personnel.

It will be paid after the employee's return to work and when verification of vocational school attendance is received from the appropriate agency.

This is effective on the first of the month following date of ratification of this agreement.

CERTIFICATION OF PRESENT "A" AND ABOVE TRADESMEN

15. Testing of existing "A" mechanics and above for a certificate of competency shall be at the employee's option, with no prejudice to their status of journeyman within

Crown Corrugated Company.

GENERAL

16. a. The Company agrees to develop and provide a program of on-the-job training for the apprentices in each trade, which shall include doing jobs of gradually increasing skills consistent with the apprentice's training ability.
- b. Apprentices will be required to acquire and build a kit of tools progressively throughout the program as specified by the apprenticeship branch and the joint Union management apprenticeship committee.
- c. When the Company is considering hiring a journeyman tradesman the matter will be discussed with the Union Standing Committee and their recommendations will be considered.

SECTION 36 - FLEXIBLE WORK PRACTICES

Flexible work practices will be implemented consistent with Letter of Understanding – Flexible Work Practices contained in Appendix 4.

IN WITNESS WHEREOF, we the undersigned, have as the accredited representatives of the respective parties to this agreement, hereunto set our signatures this 24th day of October 2019.

**Crown Corrugated Company
Kelowna Plant**

**Local 433 of Unifor UNION OF
CANADA**

Colin Fernie

James Monks

Christina Ta

Grant Koga

Attachments:

Exhibit "B"

Schedule "1"

Appendix "1"

Appendix "2"

Appendix "3"

Appendix "4"

Appendix "5"

Statements of Policy

EXHIBIT "B" - WELFARE PLAN

This Exhibit "B," including Schedule "1" which is attached hereto and forms part hereof, sets forth the respective rights and obligations of the Company and its employees, effective beginning June 1, 1962, under the Welfare Plan which the Company has established pursuant to Section 23 of the Labour Agreement between Crown Corrugated Company (Kelowna), 1045 Stevens Road, West Kelowna, BC., and Local #433 of **Unifor Union of Canada**

1. COMPLIANCE

- a. The Company will comply with the terms and conditions set forth in this Exhibit "B" and provide the coverages required therein.
- b. The coverages shall be subject to the usual and customary charges of the selected carrier or carriers.

2. WAITING PERIOD

All full-time employees who are actively working and have completed three (3) months' service are eligible for the coverage except for the M.S.P. plan including Extended Health Benefits which will be effective the first of the month following date of hire.

All employees shall join the Welfare Plan, as a condition of employment, when they become eligible.

3. UNION WELFARE COMMITTEE-MANAGEMENT WELFARE COMMITTEE

A Union Welfare Committee shall be appointed and shall meet with a Management Welfare Committee with respect to questions, which may arise concerning the operations of the Welfare Plan. The Union Welfare Committee shall consist of the two (2) Plant Committee members. The Company shall appoint a Management Welfare Committee consisting of four (4) members.

The Company agrees to furnish to the Committee such statistical reports as the Committee may require.

4. CHANGES IN CLASSIFICATION

The regular wage rate of the employee in effect on September 1 and March 1 will determine their entitlement to Group Life and Accidental Death and Dismemberment coverages as outlined in the schedule contained in Exhibit "B." Where an employee's regular duties consist of more than one job, their regular rate shall be deemed to be the average of the rates applicable to such jobs.

5. COSTS

Net costs of the coverages and benefits made available to participating employees under the Welfare Plan will be shared between the Company and the said employees in accordance with the following:

Group Term Life Insurance	
Accidental Death and	
Dismemberment Insurance	
Medical Surgical Coverage	Company 100%
Extended Health Benefit	
Dental Plan	

Non-Occupational Accident &	
Sickness Insurance	Company 70%
Long Term Disability Benefit	Employee 30%

6. REPORTING PERIOD

The initial reporting period will be December 1, 1962 to November 30, 1963 and each year thereafter. Such reports will be submitted to the Welfare Committee not later than March 1st of each year. The Committee shall distribute copies of the reports to the local union concerned.

7. CHANGES IN PREMIUMS

It is understood that any change in respect of the premium rate charged by the carrier may only be made effective as of November 1 in any year.

8. DISTRIBUTION OF SURPLUS

It is understood that a surplus accumulation, if any, will be used only for the purpose of reducing premium costs.

Surplus accumulations must be disposed of within reasonable time limits. Questions in this respect will be referred to the Welfare Committee for decision.

9. OPTIONAL PAYMENTS UNDER LIFE INSURANCE

In any case where the existing Company plan provides optional methods of payment to the beneficiary under the life insurance program, such policy provisions will remain in effect.

10. DISPUTES

No dispute arising out of the operation, administration or interpretation of any coverage contract between the Company and the carrier shall be subject to the Adjustment of Complaints procedure of this Labour Agreement. Any such dispute shall be adjudicated under the terms of such coverage contract.

The parties agree to adopt the same dispute resolution mechanism that is agreed to as part of the Richmond Corrugated settlement.

11. DISPUTED WORKSAFEBC CLAIMS

If an employee covered by the Welfare Plan suffers a disability, payment for which is in dispute with WorkSafeBC, weekly indemnity payments under the Welfare Plan will be paid retroactively as set forth in this Exhibit if requested by the employee and provided he has been off work for at least two (2) weeks due to the disability without the WorkSafeBC having accepted the claim.

In cases where WorkSafeBC has accepted a claim for medical costs but there is a dispute existing over time loss benefits, weekly indemnity payments under the Welfare Plan will be available after an independent medical by a physician of the insurance carrier's choice has confirmed the employee's disability.

If WorkSafeBC claim is subsequently established, the employee will then repay the weekly disability payment received to the appropriate fund or insurance company.

12. NEGOTIATED CHANGES IN BENEFITS

In the case of an employee who is on active claim arising from a disability which occurred before a negotiated change in benefits and which continues thereafter, the said employee shall, as from the effective date of the negotiated change, be paid the changed weekly indemnity benefit, be covered for the changed Group Term Life Insurance and Accidental Death and Dismemberment Insurance, and make the changed contributions.

13. COVERAGE DURING LEAVE OF ABSENCE

- a. Employees on authorized leave of absence under Section 31, subsection 1 for Local Union business will have their Welfare Plan continued for a period of up to one (1) year.

After one (1) year, the Welfare Plan may be continued for the duration of the leave of absence upon payment of the full premium by the employee.

- b. Group Term Life Insurance, Accidental Death and Dismemberment Insurance, Medical-Surgical Coverage, EHB, and Dental Coverage for employees on authorized leave of absence for extended vacation purposes will be provided up to a total of three (3) months in any one calendar year.

14. COMMON-LAW DEPENDENT COVERAGE

It is agreed that an employee's common-law spouse and children who are dependent upon the employee will be recognized with respect to the Welfare Plan.

15. SURVIVING SPOUSE AND DEPENDENT CHILDREN

Where a surviving spouse and dependents of a deceased employee are not covered by such plans by reason of their own employment, the Company will extend the coverage under the Extended Health Benefit Plan, for twenty (24) months following the death, and the Medical Surgical Plan, and the Dental Plan for a period of twelve (12) months following the death.

16. RETIREE BENEFITS

Effective July 1, 1992 the Company will bear the cost of providing MSP and basic Extended Health Benefit for retirees of Crown Packaging (Kelowna) who are receiving a pension. Coverage will be for retiree and dependents.

This coverage will be in effect for the life of the retiree only.

17. The Company agrees to reimburse employees for the costs of medical forms and specialist reports when required by the WI and LTD carriers. This is agreed on the basis that the Company will be reimbursed by the carrier.

SCHEDULE 1 - WELFARE PLAN COVERAGES

Attached to and part of Exhibit "B," this Schedule 1 sets forth the coverages and benefits of the Welfare Plan.

1. Group Term Life Insurance

The Welfare Plan will include group term life insurance coverage for all employees effective as follows:

July 1, 2019	\$112, 580
July 1, 2020	\$114, 840

Benefits will be payable as a result of death, from any cause on a twenty-four (24) hour coverage basis.

2. Accidental Death or Dismemberment Insurance

The Accidental Death and Dismemberment Insurance coverage for all employees effective as follows:

July 1, 2019	\$112, 580
July 1, 2020	\$114, 840

This benefit will be payable on a twenty-four (24) hour coverage basis.

Accidental Death and Dismemberment Coverage Schedule to reflect current insurance carriers' benefit levels.

It is agreed to revise coverage for accidental death and dismemberment insurance to provide coverage for quadriplegia, paraplegia and hemiplegia at 200%.

3. Non-Occupational Accident and Sickness Insurance

- a. The Welfare Plan will include Non-occupational accident and sickness coverage that provides for a benefit of sixty percent (62%) of the employee's regular job rate to the maximum of the following table. Weekly indemnity benefits will be payable beginning with the first day of disability caused by non-occupational accident and beginning with the fourth day of disability caused by non-occupational sickness provided the employee has been treated by a physician or surgeon, except that in those cases of non-occupational sickness which result in the claimant being hospitalized, and in those cases where surgery is performed which necessitates loss of time from work, the said weekly indemnity benefits will be payable beginning with the first day of sickness. Benefits will be payable for a maximum of fifty-two (52) weeks during any one period of disability.

b.

Maximum Weekly Indemnity Benefits Payable	
Effective Date	Benefit Maximum
Date of Ratification	\$1050.00 per week
July 1, 2020	\$1080.00 per week

Note: The increases effective July 1, 2019 and July 1, 2020 reflect the July 1, 2019 and July 1, 2020 benefit being increased in accordance with the general wage increases effective on those dates.

- c. Each of the hourly job rates in the above table is defined as the straight time rate of the employee's regular job exclusive of all premiums and fringes.
- d. Income tax shall be deducted from Weekly Disability Payments on a single status basis. Employees who wish tax deducted on some other basis may make arrangements by contacting the Human Resources Department.
- e. An employee receiving benefits under this insurance shall not be entitled to receive vacation pay during the same period unless the employee has been off work for more than four (4) months or in the event such vacation pay represents the balance owing to an employee at the end of a vacation year.
- f. Weekly indemnity benefits which begin prior to age sixty-five (65) will continue until the employee has received at least fifteen (15) weeks of

benefits or until the employee is no longer disabled or retires, whichever comes first. Where the employee recovers an amount from a liable third party for loss of income as a result of the same accident or illness, they must reimburse the Plan once they receive one hundred percent (100%) of their loss. One hundred percent (100%) of their loss includes gross wages lost.

The premium structure for coverage of an employee over the age of sixty-four (64) will be as follows:

First three months	75% of Normal Premium
Second three months	50% of Normal Premium
Third three months	25% of Normal Premium
Last three months	No Premium

4. Medical Surgical Coverage

The present MSP plan or comparable medical-surgical coverage will be maintained for the term of this agreement as provided in Exhibit "B," paragraph 5.

5. Standard Extended Health Benefit Plan

- a. The standard extended health benefit plan as provided by Medical Services Association as at September 1, 1981, will be implemented.
- c. Incorporate the co-insurance rate for hospitalization into the Extended Health Benefit Coverage to a maximum of \$8.50 per day.
- d. A \$60 deductible each calendar year per person or family.
- e. Paramedical Pooling for licensed physiotherapists, licensed massage therapists, licensed naturopaths, licensed occupational therapists, and licensed chiropractors, up to a combined maximum of \$500 per person in a benefit year.
- c. The Plan will be amended to provide payment up to a maximum of \$450.00 per person in any twenty-four (24) consecutive month period, for charges incurred relative to the purchase of lenses and frames or contact lenses when prescribed by a person legally qualified to make such prescription; provided, however, that if the eyeglasses are for an employee for use while working in a mill they must be safety lenses

and frames. It is agreed that this payment, or any portion thereof, may also be applied to Eye Exam and laser surgery procedures.

- f. Hearing aids prescribed by an ear, nose and throat specialist, up to a maximum of \$600 per person over a period of 2 years. Repairs, batteries and recharging devices are included in this maximum.
- g. Increase to orthotics maximum to \$300 per person in a benefit year.
- h. ~~Effective on the date of ratification~~ The maximum amount of benefits payable for any one member or dependent will be increased to \$300,000.

6. Out of Province Travel Plan

When, in the opinion of the attending physician and attending specialist, a medical procedure is required that is not available in B.C., and is one for which the Medical Services Plan of B.C. will accept financial responsibility, the cost of travel and accommodation to the limits specified below will be paid for by the Plan. Where the attending physician specified that an attendant is required, the travel and accommodation expenses for such person will be paid to the limit specified.

The maximum limit under any one (1) claim will be the return economy airfare or equivalent for patient and attendant, plus accommodation expenses up to a maximum of \$1,500. Receipts will be required and forwarded on the claim form prescribed by the carrier.

This benefit will not stack on top of or duplicate existing provisions under local medical travel benefit or government plans.

7. Long Term Disability Plan

The Welfare Plan will include a Long Term Disability Plan, which will provide the following:

- a. The Plan will become effective November 1, 1979 and will only apply to non-occupational disabilities.
- b. Benefits and other terms and conditions of the plan will be established pursuant to the general principles set forth in the Long Term Disability Plan Summary for Crown Corrugated Company.

- c. The Union accepts the foregoing Long Term Disability Plan as payment in kind of the employee's share of the reduction in the employment insurance premium resulting from the qualification of the Weekly Indemnity Plan under Employment Insurance regulations.

LONG TERM DISABILITY PLAN SUMMARY FOR CROWN CORRUGATED COMPANY

i) Eligibility

- (a) Hourly employees who are working full-time for full pay. Minimum hours worked no less than thirty (30) per week.
- (b) Coverage to commence after ninety (90) days of service.
- (c) Enrolment in the Plan to be compulsory.
- (d) Must be actively at work, full-time and for full pay on date coverage commences.
- (e) With respect to employees who are actively at work and who have completed ninety (90) days of employment as well as employees who are in receipt of either Weekly Indemnity or Long Term Disability Benefits from former industry plans, coverage will commence on the date the plan is implemented.

ii) Level of Benefit

For employees who qualify for commencement of Long Term Disability Benefits after November 1, 1981 – 50% of regular weekly earnings calculated at forty (40) times the disabled employee's hourly straight time job rate at date of onset of disability plus any negotiated increases to that hourly straight time rate which would take place during the Elimination Period.

An employee who is under sixty (60) years of age will have their future disability benefit recalculated by applying the contractual wage increases that were applied in each year, during the period of their disability, to their long term disability

benefit.

The recalculated weekly benefit when combined with all other disability income which the disabled employee is receiving will not exceed eighty percent (80%) of forty (40) hours multiplied by the regular rate in effect at the time of recalculation.

iii) Elimination Period

Benefits commence after the employee has been totally and continuously disabled for fifty-two (52) weeks or has exhausted their weekly indemnity benefits, whichever occurs last.

iv) Maximum Duration of L.T.D. Benefit Payments

- (a) There will be a minimum of sixty (60) months of benefit payment for persons with sixty (60) or less months of service.
- (b) Additional benefits will be paid on the basis of one (1) month for each two (2) months of continuous service beyond the sixty (60) months' service with the member pulp and paper company up to the date of onset of disability.
- (c) For those who are either on W.I. or L.T.D. effective September 1, 1988 and continue to be disabled, benefits will be paid to age sixty (60) as a minimum if the employee does not have sufficient service to carry him further under b. above. At the point that he runs out of L.T.D. benefit he can elect to either retire early or go on disability pension benefit until age sixty-five (65), at which time he will retire.
- (d) For new claims that commence after September 1, 1988, benefits will be paid to age sixty (60) as a minimum if the employee does not have sufficient service to carry him further under b. above. At the point when he runs out of L.T.D. benefit, he will retire.
- (e) Benefit payment will not be paid beyond age sixty-five (65) and in all cases, will cease on recovery.

v) Definition of Total Disability

- (a) The disabled employee's inability to perform the duties of their own occupation for the first year of L.T.D. disability payments and thereafter their inability to perform the duties of any occupation for which he is qualified by education, training or experience. Effective July 1, 1992 the provision for one (1) year of own occupation will be extended to eighteen (18) months.
- (b) During a period of disability the disabled employee must be under the regular care and attention of a medical doctor, or in cases of disability arising from a mental or nervous condition, a psychiatrist.

vi) Integration with other Disability Income

- (a) Effective date of ratification, the benefit from this Plan combined with all other disability income to which the disabled employee is entitled will not exceed eighty percent (80%) of the employee's regular rate at date of disability.

All other disability income will include: C.P.P./Q.P.P. primary disability pension benefits, Workers' Compensation, disability income from a group or association plan, disability income arising out of any law or legislation, and wage continuation or pension plan of any employer including the Pulp and Paper Industry Pension Plan. Private or individual disability plan benefits of the disabled employee will not reduce the benefit from this Plan.

In the event that all other disability income reduces the payment from this plan below twenty-five (\$25.00) dollars per month, this plan will nevertheless pay a minimum of twenty-five (\$25.00) dollars per month from the dated of disability income commences.

- (b) Increases in C.P.P./Q.P.P. disability pensions or Workers' Compensation disability pensions that result from increases in the Canadian Consumer Price Index

and which occur after the date disability payments from this plan commence, will not further reduce the benefits from this plan.

vii) Rehabilitative Employment

- (a) During a period of total disability under this Plan, a disabled employee may engage in rehabilitative employment in which case the benefit from this Plan will be reduced by fifty percent (50%) of the employee's rehabilitative employment income that exceeds fifty dollars (\$50) per month. The benefit from this Plan will be further reduced by the amount that remuneration from rehabilitative employment plus the benefit from the L.T.D. plan exceeds seventy-five percent (75%) of the employee's basic wage at date of disability.
- (b) Rehabilitative employment shall mean any occupation or employment for wage or profit or any course or training that entitles the disabled employee to an allowance, provided such rehabilitative employment has the approval of the employee, and their doctor in consultation with the underwriter of the L.T.D. Plan.
- (c) Rehabilitative employment will be deemed to continue until such time as the employee's earnings from rehabilitative employment exceed seventy-five percent (75%) of their straight time earnings at date of disability but in no event for more than twenty-four (24) months from the date rehabilitative employment commences.

viii) Exclusions

Disabilities resulting from the following are not covered:

- (a) War, insurrection, rebellion or service in the armed forces of any country.
- (b) Participation in a riot or civil commotion.
- (c) Intentionally self-inflicted injuries.

(d) ~~Pregnancy, childbirth, miscarriage or abortion. Severe complications following termination of pregnancy will, however, be covered.~~

ix) Pre-Existing Conditions

To be applicable to employees hired after the effective date of the plan. A disability that results from an accident, illness, mental or nervous disorder for which the employee received treatment or medical supplies within the ninety (90) day period prior to joining the plan will not be covered unless the employee has completed twelve (12) consecutive months of employment during which he was not absent from work from the aforementioned accident, sickness or mental disorder.

x) Successive Disabilities

A subsequent disability that is related to a previous disability and occurs within six (6) months of an employee's return to work will be considered a continuation of the previous L.T.D. disability and the employee will not be eligible for W.I. benefits. The employee under these circumstances will be eligible to receive benefits without the necessity of completing another elimination period.

xi) Termination

Coverage will cease:

- (a) On termination of employment.
- (b) On a date fifty-two (52) weeks prior to an employee's 65th birthdate.
- (c) On the date leave of absence commences except as provided for in the Labour Agreement.
- (d) On the date an employee is laid off except when an employee has requested continuation of coverage in accordance with Section 6 of Article XXI of the B.C. Standard Labour Agreement, in which case coverage

under this plan will continue only for the periods specified in the aforementioned Sections of the Agreements. In the event an employee becomes totally disabled while covered by this plan under this provision, the elimination period will commence on the date such an employee is scheduled to return to active full-time employment.

Employees who have sufficient seniority and who request continuation of coverage under this plan during a period of layoff will be required to pay their portion of the plan premium.

xii) Contributions

- (a) Cost to be shared seventy percent (70)% by employer and thirty percent (30%) by employees.
- (b) Contributions are to be waived when an employee is in receipt of L.T.D. payments.

xiii) Conditions for Implementing the Plan

- (a) The Long Term Disability Plan is payment in kind of the employee's share of the reduction in the Employment Insurance Premium resulting from the qualification of the Weekly Indemnity Plan under the Employment Insurance Regulations. The full E.I. premium reduction including the employee 5/12th's share will be retained by the employer.
- (b) When an employee becomes totally disabled under this plan they shall have the option of taking all outstanding earned time off with pay, such as vacations, supplementary vacations, statutory holidays, and banked overtime.

Upon commencement of L.T.D. benefits all terms and conditions of the Labour Agreement will become inoperative except where provided for in section xiii) (c) (2), (3) and (4) of this Plan Summary.

- (c) The following will also pertain:
- (1) Negotiated wage increases or subsequent increases in plan benefits will not affect employees on L.T.D. benefit.
 - (2) Employees in receipt of L.T.D. benefits from this plan will continue to accrue credit under the Pulp and Paper Industry Pension Plan provided such employees are not in receipt of a disability pension under the Pulp and Paper Industry Pension Plan.
 - (3) Employees in receipt of disability payments from this plan will continue to be covered under their employer's medical, extended health and dental plans. Coverage under the employer's group life and A.D. & D. plans will also continue in accordance with the conditions of those plans.

For employees who commence receipt of disability benefits under the L.T.D. Plan on or after September 1, 1988, the premium waiver provisions for Group Life will end at the earlier of retirement or termination of L.T.D. disability benefits.

- (4) An employee returning to work from an L.T.D. claim will return to a job that their seniority, qualifications and ability to perform the work properly entitle him to.
- (5) Active claims as referred to in Section 12 of Exhibit "B" of the Labour Agreement between Crown Corrugated Company (Kelowna) and UNIFOR 433, will be defined as that period of time during which an employee is in receipt of W.I. payments only.

8. Dental Plan

a. Benefits

i) Diagnostic Services

All necessary procedures to assist the dentist in evaluating the existing conditions to determine the required dental treatment, including:

Oral examinations

Consultations

X-rays (complete mouth x-rays will be covered only once in a three (3) year period.)

ii) Preventative Services

All necessary procedures to prevent the occurrence of oral disease, including:

Cleaning and scaling

Topical application of fluoride

Space maintainers

iii) Surgical Services

All necessary procedures for extractions and other surgical procedures normally performed by a dentist.

iv) Restorative Services

All necessary procedures for filling teeth with amalgam, synthetic porcelain, and stainless steel crowns. Gold inlays or onlays will be provided as a filling material only when teeth, in the professional opinion of a dentist, cannot be restored with any of the above materials. Gold foil will be provided only in cases of repair to pre-existing gold restorations.

v) Prosthetic Repairs

All necessary procedures required to repair or reline fixed or removable appliances.

vi) Endodontics

All necessary procedures required for pulpal therapy and root canal filling.

vii) Periodontics

All necessary procedures for the treatment of tissues supporting the teeth.

viii) Prosthetic Appliances and Crown and Bridge Procedures

(a) Crowns and bridges.

(b) Partial and/or complete dentures, but not more than once in five (5) years.

ix) Orthodontics

The services of a certified orthodontist registered as such by the College of Dental Surgeons of British Columbia only after the patient has been covered continuously for twelve (12) months. Appliances lost, broken or stolen will not be replaced.

These services are available for the employee, the employee's spouse and dependent children. However, dependent children will be covered to their 19th birthday only.

*Effective July 1, 2012 the lifetime maximum benefit is \$4000.00 per person for all services provided by an orthodontist.

b. Co-Insurance

i) With respect to benefits i) to vii), the plan will provide the following reimbursement of eligible expenses:

*Plan A reimbursement to 90% effective July 1, 2000.

*This is effective on the first of the month following date of ratification.

Benefits viii) and ix) will be subject to fifty percent (50%) co-insurance.

- ii) The insurance carrier will make payment on behalf of the employee to the dentist rendering services, or at the dentist's option make payment to the member for covered dental services in accordance with the terms of the dental plan.

APPENDIX 1

DEFERRED OVERTIME PLAN

The purpose of the Deferred Overtime Plan is to enable employees to elect to receive additional compensating time off from work with pay in lieu of the additional one-half time rate payment for work performed at the rate of time and one-half or full-time rate payment for work performed at the rate of double time as provided in Section 20.

1. An employee who elects to participate in the plan shall notify the Human Resources department and sign a form authorizing their participation in the plan.

The authorization shall be revocable at any time but once the employee withdraws from the plan he would not be eligible to rejoin the plan until the following January 1st.

An employee who withdraws from the plan shall receive normal overtime payment from date of withdrawal. Hours accumulated shall be taken in accordance with subsections 4. and 5.

2. Employees may bank overtime on any one of the following bases:
 - a. bank the premium time for each overtime hour worked; or,
 - b. bank the straight time for each overtime hour worked; or,
 - c. bank both the premium and straight time for each overtime hour worked.
3. Deferred overtime hours shall be accumulated for each twelve (12) month period commencing January 1st.
4. Accumulated time off must be taken in multiples of one (1) hour.
5. Compensating time off not taken or arranged for by July 1st shall be paid out by the Company.
 - a. The granting of compensating time off shall be subject to the staffing requirements as determined by the Company and at such time as quality and quantity of production will not be impaired.
 - b. Allocation of regular vacation will receive priority.

- c. The employee shall request compensating time off at least ten (10) days in advance of the week in which the compensating time off is desired.
6. Calculation of payment for compensating time off:
 - a. Total earnings, including overtime pay, will be calculated for each participant each pay period.
 - b. Deductions from these earnings will not include income tax for the deferred overtime earnings.
 - c. The amount of deferred overtime pay will be deducted from the gross earnings and credited to the employee in the same manner as a Canada Savings Bond payment. Calculation of the amount will be as follows:
 - i) For time and one-half overtime, an amount equal to one-third of the time and one-half overtime earnings.
 - ii) For double time, an amount equal to one-half of the double time overtime earnings.
7. If requested, an employee shall receive their deferred overtime payment immediately prior to taking the compensating time off. Income tax on the deferred overtime will be deducted at the time of the payment.
8. From February 1st to February 15th, and again from August 15th to September 1st, of each year, the employees shall have the option of requesting a cash payout for all or part of the hours banked in excess of forty (40) hours. Employees requiring information on Pension Adjustments should contact the Payroll Administrator during this time. Payout will be made within seven (7) days of either February 15th and/or August 15th.

APPENDIX 2

LETTER OF AGREEMENT

Subject: Hourly Employees Transferred to Staff Temporarily

The intent of this agreement is to set out the rules governing the use of bargaining unit employees as temporary relief in salaried positions in the Production and Shipping Areas.

In accordance with Section 16, Subsection 8, the following guidelines will be used to provide temporary relief in salaried positions.

1. Employees, when required, may fill in for temporary relief in salaried positions.
2. The temporary supervisor will perform all normal supervisory duties with the exception of discipline.
3. Selection of the employee required to provide relief will be based on the following:
 - a. Employee selected must have work experience in the applicable area.
 - b. Employee must have the required skills (i.e. people handling skills, product/equipment knowledge, et cetera).
 - c. Seniority.
 - d. Relief supervisors in the Production Area will be required to obtain a valid Level II First Aid Certification within ninety (90) calendar days of their selection.
 - e. Relief supervisors in the Shipping Area will be required to obtain a valid Level One First Aid Certification within ninety (90) calendar days of their selection.

Selection will be made by Management.

4. The move up of a bargaining unit employee into a temporary relief salaried position will not result in the cancellation of a bargaining unit employee's vacation from the department in which the relief is being provided.
5. The move up of a bargaining unit employee into a temporary relief salaried position will not result in a change of shift schedule for bargaining unit employees from the department in which the relief is being provided.

6. Employees providing relief into a salary position will be paid a premium of two and one half percent (2.5%) of the Maintenance Journeyman rate above the Flexo Folder Gluer (Martin) Operator
7. In cases where a lengthy relief period is required, the Joint Standing Committee will meet to discuss the circumstances around the relief period.

Dated this 11th day of June 2009.

**PTPC Corrugated Company
Kelowna Plant**

“Chuck Madison”
“Brad Boutin”
“Jacqueline Mundie”

**Local 951
Communications, Energy &
Paperworkers Union of Canada**

“Dave Schaub”
“George Veger”
“Al Cooney”
“Bob Pinda”
“Len Lucas”

APPENDIX 3

LETTER OF AGREEMENT-MAINTENANCE WEEKEND SCHEDULE

The purpose of this letter is to summarize the agreement reached regarding the implementation of the Weekend Maintenance Schedule.

1. A Joint Committee of two representatives each from the Company and the Union will be formed to discuss and resolve:
 - a. Methods of manning the schedule.
 - b. Details related to the schedule.
 - c. Alternative schedule options. The criteria for any new schedule is no increased costs over the proposed schedule.
2. The Joint Committee will meet during the first quarter of 1996 with a target date for completion of June 30, 1996.
3. Working of this schedule will be on a voluntary basis for all maintenance employees on the payroll as at the date of ratification. However, it will be mandatory for any new hires or employees transferred into the maintenance department after the date of ratification.
4. The schedule that is developed will be included in the Labour Agreement.
5. The implementation of the schedule will be at the discretion of management.
6. The new schedule will be based on the example given during these negotiations, however, it may be changed by mutual agreement of the Joint Committee.

i.e.,

	M	T	W	Th	F	S	S
Days	10	10	10	10	8	12	12
Nights	10	10	10	10			
	Weekly Schedule				Weekend Schedule		

Employees working on the weekend schedule will work thirty-two (32 hours) and be paid forty (40) hours. (Friday - eight (8) hours' pay, Saturday - fourteen (14) hours' pay, Sunday - eighteen (18) hours' pay).

7. The Company agrees to post for a Millwright Apprentice prior to hiring a new tradesperson to fill this schedule.

"M.G. Emerick"

"A. Smillie"

"D. Scriver"

"M.J. Genn"

"M.E. Lutzer"

"V. Campbell"

"J. Moonen"

"G. Ritchey"

"D. Schaub"

APPENDIX 4

LETTER OF UNDERSTANDING-FLEXIBLE WORK PRACTICES

1. The introduction of flexible work practices is designed to improve productivity, improve product quality, reduce downtime and lower costs while ensuring that the work is completed in a safe manner.
2. The parties agree that this letter on flexible work practices recognizes that the primary responsibility for the operation of the plant will remain with operators and the primary responsibility for maintaining the plant will remain with tradespersons and steam plant maintenance employees.
3. It is understood that the intent of this letter will supersede local practices, and verbal and written agreements, which would impair the implementation of flexible work practices.
4. All work will be performed in a manner consistent with Safety Articles of the Labour Agreement as well as the Company's safety rules and the regulations issued by the WorkSafeBC of B.C. It is recognized that some tasks can only be performed by employees who possess certain government certifications and in that instance, the work will only be performed by employees who possess the required government certificate.
5. The intent of this agreement is to provide that all employees will safely utilize all of their existing skills and maximize their productivity and learn and use new skills to enhance their effectiveness.
6. The Company and the Union will meet to discuss a module based training program that will enhance the existing skills of employees. They will also discuss the option of using trainers from the bargaining unit to assist in the design and delivery of the training modules. The Company will design and introduce new training programs to facilitate the implementation of and evolution of flexible work practices.
7. All employees will be required to complete training programs as prescribed by the Company and utilize new skills acquired as a result of training. Training will be consistent for all employees in each job classification.
8. The parties recognize that the acquisition of new skills that facilitate the

implementation of flexible work practices is an ongoing process and will continue over time to support the changing needs of the business.

9. The following payments will be made for flexible work practices:

- Maintenance employees \$0.95 per hour
- Operations employees \$0.40 per hour

To be implemented as follows:

a. Upon ratification of the Labour Agreement, \$0.45 per hour for maintenance employees and \$0.20 per hour for operations employees.

Immediate utilization of existing skills that may not have been previously used due to restrictive work practices.

b. Employees assisting each other regardless of department or occupation.

c. \$0.25 per hour for Maintenance employees and \$0.20 per hour for operators upon successful completion of each modular training program and utilization of skills acquired as a result of this training. There will be two (2) training modules for Maintenance employees and one (1) training module for operations employees.

d. If, for any reason, the Company has not scheduled all modular training programs to end before June 30, 2000, wage rates will nevertheless be increased effective July 1, 2000.

e. Apprentices will be paid the maintenance premiums in the usual proportion.

f. The same delineation, which defines who is an operator and who is a maintenance employee shall apply to the payment of premiums. Maintenance employees will include all job categories under the "Mechanical" section of the Wage Schedule.

g. The parties agree that there will be no pyramiding of credits under the job evaluation plan for duties that are being compensated for under the flexible work practices agreement, unless the changes constitute new regular job duties added to their classification as defined by the

job evaluation plan. These new regular job duties must result from either new or changed procedures/equipment or from the permanent reassignment of duties from another job classification.

10. Training programs are not intended to force qualification in another trade.
11. The Company agrees that no employee will lose their employment with the Company as a direct result of the implementation of flexibility initiatives under this letter. This provision applies to only those employees employed at the date of ratification of this agreement.
12. No tradesperson or apprentice will be involuntarily displaced from their respective trade on a permanent basis as a result of the implementation of flexible work practices.
13. It is not intended that flexible work practices shall result in a tradesperson being assigned to a non-trades classification when someone outside of their trade is performing their trade core duties.
14. The Company agrees that no employees' regular job rate will be reduced when he is assigned to perform work under this workplace flexibility agreement. This does not apply to an employee who is laid off or whose job is temporarily curtailed and is recalled or works in a different job category on the basis of seniority.
15. The Company commits to maintain apprenticeship agreements.
16. For the term of the renewed Labour Agreement, the Company and the Union agree to establish and participate in a Joint Committee which will meet at the request of either party, not more than quarterly, to discuss issues related to productivity, morale, profitability, work opportunities, market conditions, any alleged discrimination, the ongoing effectiveness of flexible work practices and any other problems related to flexible work practices.
17. The Committee shall consist of:
 - The Plant Manager
 - One (1) member of management.
 - Two (2) members of the local Union.
18. The parties agree that disputes relating to the implementation of this letter shall be reviewed by the Joint Committee, which will make every effort to

resolve these disputes in accordance with the spirit and terms of this letter.

June 14, 1999

APPENDIX 5

LETTER OF UNDERSTANDING-JOB SECURITY AND JOB ELIMINATION

June 8, 1999

Mr. R. Billow,
National Representative,
Communications, Energy & Paperworkers
Union of Canada,
540-1199 W. Pender Street,
Vancouver, B.C.

Dear Randy:

In the event that downsizing occurs under the Job Security and Job Elimination articles of the Labour Agreement, the Company undertakes to discuss the application of the severance pay provisions with the Union.

Yours truly,

M.G. Emerick
G.M., Kelowna Corrugated Division

APPENDIX 6

Job Evaluation Plan

If the Company:

- (a) introduces a new job classification that is not included in the list of job classifications contained in Section 22 of this Agreement; or
- (b) makes a significant change to the duties and responsibilities of an existing job classification; or
- (c) installs new machinery or equipment or modifies existing machinery or equipment,

the Company will establish a temporary pay rate for the new or altered job classification, or for the operation of the new or modified machinery or equipment.

The parties agree to observe the operation of the new or altered job classification, or the new or altered machinery, for a period of 90 working days. The Job Evaluation Committee will then negotiate to reach agreement on a wage rate for the new or altered job classification, or for the operation of the new or modified machinery or equipment.

The Job Evaluation Committee will be comprised of two members appointed by the Union and two members appointed by the Company. The Company will provide all relevant information in its possession to the Union members on the Job Evaluation Committee.

If the Job Evaluation Committee is unable to reach agreement on a wage rate within 30 calendar days following the 90 day observation period, the issue may be referred by either party to the grievance and arbitration procedure starting at Section 17, paragraph 5.

Any agreement on the wage rate, or any decision by an arbitrator on the wage rate, for the new or altered job classification, or for the operation of the new or modified equipment will be retroactive to the first day that the new or altered job classification, or the operation of the new or modified equipment, came into effect. The parties agree that no downward adjustment will be made in any existing or temporary pay rate.

APPENDIX 7

LETTER OF UNDERSTANDING - Steam Plant Certification

Should the employee choose to leave Crown Packaging prior to twenty-four (24) months after receiving their (~~his/her~~) qualifications, the pro-rate portion of the Living Out Allowance, Tuition, Books and Testing fees invested by the Employer in supporting an employee to obtain their (~~his/her~~) Stationary Steam Engineering Certificate will be a debt owing to Crown Packaging. Employees will need to sign a promissory note prior to commencement of their (~~his/her~~) training.

The Company will waive the employee's obligation in the event that the Company falls short of providing the twenty-four (24) month term or, if the employee has to terminate because of a life event beyond the control of the employee which includes:

- Death of immediate family members
- Serious medical event

It is understood that this only applies to new entrants to the program after date of ratification.

Approved and accepted this 24th day of October 2019 at Richmond, British Columbia.

CROWN PACKAGING
SOUTH FOOT OF
GARDEN CITY ROAD CANADA
RICHMOND, BRITISH COLUMBIA

UNIFOR
LOCAL 433

Colin Fernie
President of Crown Packaging

James Monks
Local 433 Business Agent

Christina Ta
Vice President Human Resources

Committee Member

APPENDIX 8

LETTER OF UNDERSTANDING-Apprenticeship Training

Should the employee choose to leave Crown Packaging prior to twenty-four (24) months after receiving their his/her qualifications, the pro-rated portion of the final two (2) Years Living Out Allowance, Tuition and Books invested by the employer in supporting an employee to obtain their his/her Red Seal Qualification will be a debt owing to Crown Packaging. Employees will need to sign a promissory note prior to commencement of their his/her training.

The Company will waive the employee's obligation in the event that the Company falls short of providing the twenty-four (24) month term or, if the employee has to terminate because of a life event beyond the control of the employee which includes.

- Death or the immediate family member
- Serious medical event

It is understood that this only applies to new entrants to the apprenticeship program after date of ratification.

Approved and accepted this 24th day of October 24, 2019 at Richmond, British Columbia.

CROWN PACKAGING
SOUTH FOOT OF
GARDEN CITY ROAD CANADA
RICHMOND, BRITISH COLUMBIA

Colin Fernie
President of Crown Packaging

Christina Ta
Vice President Human Resources

UNIFOR
LOCAL 433

James Monks
Local 433 Business Agent

Committee Member

APPENDIX 9

PAID EDUCATION LEAVE

The Employer agrees to pay into an education fund an amount of three (0.03¢) cents per hour for all straight time hours worked to provide for a Unifor Paid Education Leave (PEL) program.

- Effective from the date of ratification.
- In accordance with the terms of the Union's pattern proposal
- Employer to provide special consideration for Education Leave for members to access the Education Leave Program, in accordance with the pattern proposal.

STATEMENTS OF POLICY

GENERAL

1. The Company will make rain gear available for the lift truck drivers where required.
2. An employee permanently and continuously on one of the jobs designated below may obtain coveralls. He must sign a form agreeing to return the coveralls or be charged for them when he terminates.

Employees who are entitled to coveralls and use them on a regular basis may obtain a pair of clean coveralls each week according to their size and with their payroll number stamped on them, on surrender of the dirty pair. Employees who are entitled to coveralls but do not use them on a regular basis will be provided with a pair of coveralls to be used on a casual basis.

Coveralls are not issued ordinarily to persons not on a 'coverall' job. However, if coveralls are required for a temporary job, the supervisor will arrange for their issue. The employee is responsible for their return.

Corrugator	-	all positions
Maintenance	-	all positions
Steam Plant	-	all positions
Press Area	-	18 senior positions
Process Area	-	2 senior positions
Balerman		

3. Winter gloves will be made available to all warehouse area forklift drivers.
4. The Company agrees to provide the Union with thirty (30) calendar days written notice when policies are created or changed.